



FOOTHILLS SCHOOL OF ARTS AND SCIENCES

STRATEGIC PLAN 2021-2024



INTRODUCTION

Following you will find the Foothills School of Arts & Sciences Strategic Plan for 2021-2024. This plan is the result of a thorough review of our school programs, facilities, surrounding environment, and the current and projected educational landscape here in Boise and nationally.

In addition to regularly engaging in self-assessment as part of our NAIS accreditation, every three to five years Foothills School initiates a strategic planning process. This process provides an additional opportunity for self-evaluation, reflection, and planning while also engaging our entire community. With a commitment to continuous improvement, the Board has spent the last 12 months guiding the school through a strategic planning process to determine our priorities and direction for the next three years.

Despite the challenges of undergoing a strategic planning process amidst a pandemic, we made every effort to seek input from key stakeholders. The process included research and data collection; surveys of board members, faculty, administration, and current families; parent interviews with former community members conducted by Jill Goodman Consulting, and numerous planning retreats and meetings with the board, staff, and faculty members.

After analyzing the data, the board identified five strategic objectives. We then worked closely with faculty and staff to further identify goals and action steps. We also identified four programmatic pillars that define unique features of our program and will serve as a guide when developing new programming. We are proud to say the final result feels like a true collaboration among the Board, Administrative team, Faculty, and our community.

As conveyed in the attached plan, we established objectives in the following areas: Program Excellence; Academics and Student Success; Diversity, Equity, Inclusion, and Justice; Community, and; Facilities and Infrastructure.

As we present this plan, we are excited about the many opportunities Foothills has identified and we are confident in our ability to achieve our goals. Thank you to everyone who participated in the process. Special thanks to the Board, Faculty, and Administrative team for being willing to deeply engage in the process and have honest conversations, so we can chart the course for our very bright future!

*Will
Wardwell*

WILLIAM WARDWELL
Board Chair

Nick Cofod

NICK COFOD
Head of School

PROGRAM EXCELLENCE

Strategic Objective One

Program Excellence: Enhance the delivery and promote a deeper understanding of the distinguishing aspects of Foothills' progressive program centered on project-based and social-emotional learning.



INITIATIVE ONE

Align the Foothills faculty and staff culture around a shared vision and set of programmatic pillars consistent with creating a transformative progressive and academic educational experience for our students.

INITIATIVE FOUR

Assess and improve project-based learning (PBL) practices and establish ongoing, reciprocal community partnerships.

INITIATIVE TWO

Ensure that we continue to attract and retain the most talented, diverse, and innovative faculty and staff.

INITIATIVE FIVE

Develop a vision and identify unique aspects for each division, dyad, and discipline to facilitate planning, promote a better understanding of the progression of learning in our programs, and better align individual programs with Foothills overall mission and vision.

INITIATIVE THREE

Meet the increasing need for social and emotional support for students by implementing additional training and curriculum for classroom and advisory SEL modules, conflict resolution, behavioral support, media literacy, and anti-bullying strategies.

INITIATIVE SIX

Increase administrative academic leadership and structure to improve program evaluation, ensure program consistency across divisions, and to champion academic initiatives.

STUDENT SUCCESS

Strategic Objective Two

Student Success: Strengthen the vital foundation of a dynamic and challenging progressive education by evaluating and improving academic programs and preparedness.



INITIATIVE ONE

Improve program communication by publishing and periodically updating the curriculum guide to communicate learning outcomes to current and prospective families.

INITIATIVE FOUR

Spanish - Enhance the quality of K-9 Spanish program.

INITIATIVE TWO

Science and Mathematics - Enhance the quality of science and mathematics offerings.

INITIATIVE FIVE

Evaluate and better understand Foothills graduates' successes and challenges when transitioning to High School.

INITIATIVE THREE

Literacy - Enhance the quality of the K-4 literacy program.

INITIATIVE SIX

Assess and better communicate individual student learning progress and outcomes over time.

DIVERSITY, EQUITY, INCLUSION, & JUSTICE

Strategic Objective Three

Diversity, Equity, Inclusion, and Justice: Promote social justice, diversity, equity, and belonging as integral to our mission and essential to the education and well-being of our students, school community, and the communities we serve.



INITIATIVE ONE

Further develop and communicate Foothills' vision for Diversity, Equity, Inclusion, and Justice.

INITIATIVE THREE

Understand, support and collaborate with local organizations and individuals to make a tangible impact on social justice, diversity, equity and inclusion at Foothills and in Idaho generally.

INITIATIVE TWO

Commit time and resources to broaden our knowledge and understanding of diversity, equity, inclusion, and justice.

INITIATIVE FOUR

Develop a plan to significantly lower the barriers that limit access to Foothills so that we can attract and retain a diverse student body from throughout Boise.

THRIVING COMMUNITY

Strategic Objective Four

Thriving Community: Build and sustain a thriving community of students, families, and faculty by aligning around a shared vision and further developing a culture of open communication and collaboration.



INITIATIVE ONE

Align faculty, students, staff and families around a shared vision.

INITIATIVE TWO

Evaluate and communicate our definition of mission appropriate students who will be best served by Foothills' program, curriculum, and culture.

INITIATIVE THREE

Increase parent and guardian engagement and demand through active school promotion and marketing, both externally and internally.

INITIATIVE FOUR

Expand social connections among students through robust after school programs and multi-grade, cross-age activities.

INITIATIVE FIVE

Build a strong sense of community among parents and guardians through social events and volunteer opportunities.

INITIATIVE SIX

Create clearly defined pathways for open and consistent communication between parents/guardians and the faculty/administration.

INITIATIVE SEVEN

Enhance student and parent/guardian understanding of, and excitement about, upcoming programs.

FACILITIES & INFRASTRUCTURE

Strategic Objective Five

Facility and Infrastructure: Ensure that our facility and learning spaces reflect the quality and enhance the delivery of our programs now and into the future.



INITIATIVE ONE

Ensure a stable and permanent home for Foothills School in downtown Boise by completing Phase I of the Capital Campaign.

INITIATIVE TWO

Provide safe, properly equipped, well-maintained, updated facilities that support and reflect our mission and educational programs.

FOOTHILLS VISION, MISSION, & PILLARS

VISION To provide a transformative progressive education.

MISSION We ignite a passion for learning through a progressive approach to education. In this vibrant learning community, education is an active and collaborative experience. Through a challenging inquiry based curriculum, Foothills students explore their ideas and develop curiosity, creativity, critical thinking, and confidence. Embracing each individual's unique strengths and contributions, we guide children to know themselves and to understand their role in a global community.

PROGRAMMATIC PILLARS



Curiosity & Critical Thinking

We foster curiosity and invite inquiry by providing space for students to pose questions and follow their interests. We believe the experiential and hands-on nature of project based learning is the best way to nurture a love of learning, prepare for future challenges, and develop meaningful and relevant connections among subjects.



Personalized & Student Centered Learning

We know our students as individuals, support their unique paths, and personalize their education so they develop into their best selves. We believe that fostering deep, safe connections between students and teachers supports authentic self-expression, increased engagement, and better learning outcomes.



Community & Citizenship

We cultivate empathy, compassion, and advocacy by weaving social and emotional learning and mindfulness into our curriculum and daily interactions. We encourage students to take initiative as caring citizens of both our school community and the larger global community.



The Arts & Sciences

We believe the study of the arts and sciences is essential to understanding the world we live in and our place within it. Through our math, science, visual and performing arts, literacy, Spanish, and humanities programs, we integrate all four pillars to provide a comprehensive and challenging academic program.